



# Sustainability Report

We make Digitalization easy.

December 2021





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# 01 Foreword and Company Profile

Who we are and why we created this report



# Foreword

More than half of the world's population is currently living in cities. Estimates of the United Nations suggest that the share of those people will rise to two thirds by the year 2050. Based on that development, demand for railway transportation is going to rise as well. This serves as a chance for tmc to grow and create value for its customers, and therefore, for society as a whole.

However, we as a company strongly believe that there is more to growth than just increasing financial numbers. We think that growth has to enrich all stakeholders and customers as well society in general and in doing so, leave as little negative impact on our environment as possible.

This sustainability report should give information about tmc's approach on all three dimensions of sustainability: economy, society and environment. In order to write this report and gather relevant information, several workshop with tmc management were conducted, whereby the most relevant aspects of tmc's approach to growing sustainably as a company have been discussed.

By writing this report, tmc management and employees want to state that we are highly aware of our obligation towards society and want to disclose our contributions to the three dimensions of sustainability.



**Our Vision as Member of a Family Business is to  
contribute to the Success of Railways.  
With this Dedication we grow.**

Track Machines Connected Gesellschaft m.b.H. (tmc) is a railway digitalization leader that applies multi-disciplinary science to create unique software and hardware solutions that capture, measure, and optimize the status and condition of railway infrastructure, track machines and entire track maintenance fleets. With our portfolio of cutting-edge sensors, browser-based platforms, and applications tmc strives to make the world's railway networks better and the jobs of the people who work to maintain the world's railway networks easier, efficient and safer.

# What we do.



**We make Digitalization easy.**

tmc stands for IT, software and analytics services excellence.

tmc provides software for machine, fleet and infrastructure.

tmc will contribute to gain the leadership position in measurement technology again.

tmc aims to become a valuable member of the DRS alliance.

**With this Dedication we grow.**

# How we do it.

## Machine



Assistance systems  
for track machines

Machine Manufacturer

We make digitization easy for you. Our solutions turn the track machines you manufacture into highly efficient machines that give you a competitive edge.

## Fleet



Systems for track and  
fleet monitoring

Fleet & Tool Owner

Keep an eye on the condition of your track infrastructure and maintenance machines with our solutions. This allows for improved operation and maintenance planning, as well as reduced costs.

## Infrastructure



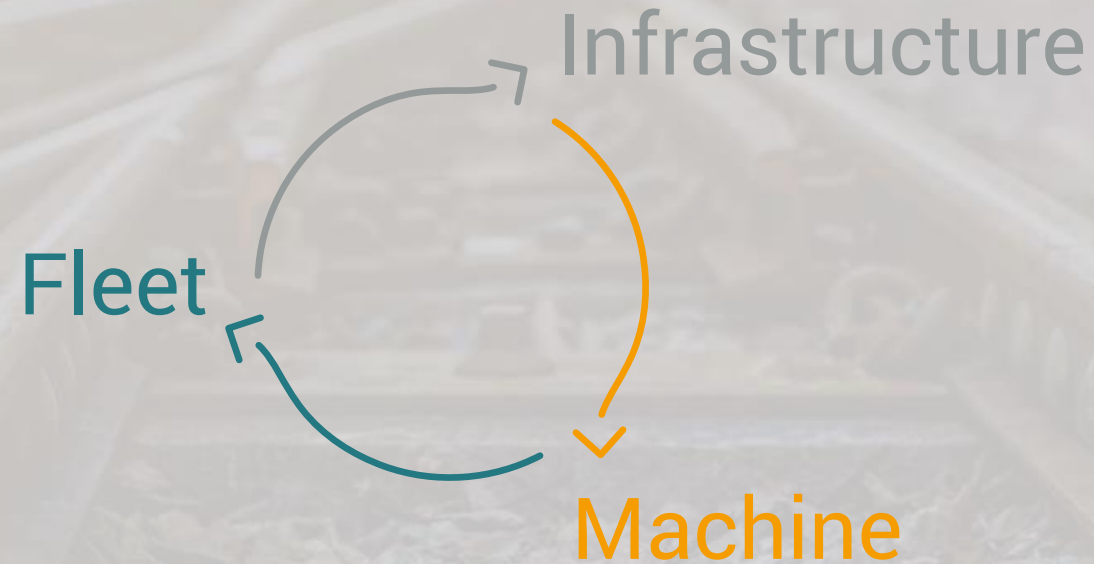
Digital systems  
for track surveying

Infrastructure Manager

We automate track surveying so that you can work more efficiently, precisely and above all, safely. We make track measurement possible, without an impact on operations.

The Result.

# A railway-dedicated digital offering





# Key facts

100

employees, or smart scientists rather. From all over the world. United. For the cause: making railways cooler than flying to mars.

100+

countries have machines with our software operational

500+

machines connected delivering daily data

1+ Mio

data points processed / day

2019

Founded

Find us in  
Linz and Vienna,  
Austria

CEO:  
Jochen Nowotny





# 02

## The Market Situation

In order to grow sustainably, we have to know the characteristics of the market

# Market Situation in 2016

We identified a trend and started complying with it

## Foundation of our Product Portfolio

The foundation for our product portfolio was laid by our parent company Plasser & Theurer Group (P&T). It had to reposition itself due to a changing market situation. One major component that was identified in order to guarantee development for the group was the digitalization of its products for the customers. Digitalization was therefore defined as an essential component of P&T's product strategy and hence implemented through the foundation of various teams, who were united in October 2019 under tmc.

## We emphasize Knowledge and Expertise

The process started in 2016. Although the market expected digital railway solutions, it seemed as if it still was not yet ready for them. The pace at which the market develops is not as fast as anticipated at first. Therefore, it is essential to position ourselves in a way that we can deliver maximum benefit to our customers and think ahead of what will be needed in the future, because we know that the railway industry has to tread the path of digitalization. Therefore, we place utmost importance on keeping knowledge, in the form of employee expertise and know-how, within our company to guarantee that we will be essential for the industry to follow that path of digitalization.

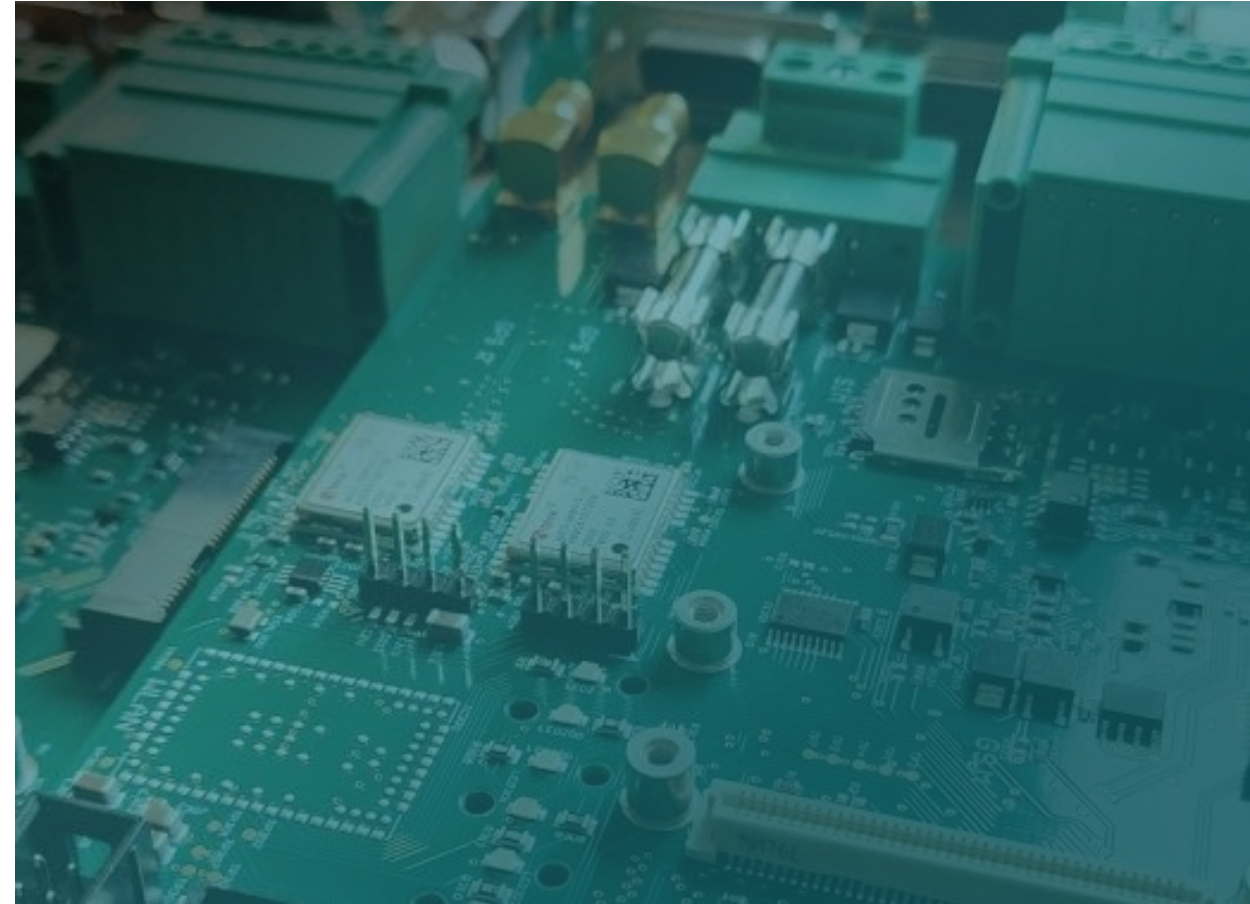


# Market Situation in 2021

We gained valuable market knowledge over the past 5 years

## The market is less uncertain today

Compared to 2016, the market is now more transparent, and our position has become clearer, as it is obvious that machine automatization will be the future for the railway industry. That also opens the door for smaller firms, like we are, as more specialized products are demanded on the market. Just having dynamometer wagons is not a competitive advantage anymore. In the future, there will be interconnected and standardized digitalization products that will work autonomously. The goal will be to measure data that can then be transferred into autonomous workflows in order to ease physically exhausting working activities. We consequently try to keep at pace with those dynamic market characteristics, as we are greatly aware that railway digitalization is not yet fully accepted on the market, but we are more than confident that our products are going to serve the constantly changing demand in the railway industry, as our expertise helps us forecast changes, as well as quickly create and implement new products. This is due to our holistic knowledge about all potential digitalization products that will be used in the coming years to make the railway industry more efficient.



# Our Reaction to the Changing Market

Customer benefit is the main goal

## **We listen to our customers and aim at giving them maximum benefit**

We aim at giving our customers projectability, by telling them exactly when the agreed services will be finalized. Furthermore, we position ourselves in a way that makes our customers aware of our capabilities to what is possible and what is not in order to be able to solely focus on our major strengths. We focus on data collection and data processing and advocate offering all relevant systems that are necessary. In doing so, we cater to the exact demands of our customers in a way that enables them to use their existing possibilities to the maximum. We want to help our customers to use their existing vessels as efficiently as possible and even help them reactivate older ones. We are therefore focused on forming a high-end process-oriented organizational system to serve the market in the best way we possibly can.



# Future Changes in the Market

Our customers are changing faster than the market

## Our position is clear, and we stay coherent with it

The industry we are operating in is definitely a slow-moving one. Moreover, until an acceptable Return on Investment is reached, a lot of time passes, which means that a lot of start-up companies that want to enter the market are not going to stay in it for very long. That leaves us with a competitive advantage, as we already have the necessary know-how and expertise and are therefore a lot more durable and reliable than many other firms in the railway digitalization industry. We want to remain true to the path we chose for our company, and it is our goal to make sure that the market is prepared for the upcoming changes regarding digitalization. To do so, we have to be innovative with our ideas and products, as we are aware that our target group will change, as future generations will be used to an interconnected world, and we are certainly prepared for this shift.





# Our Reactions to Future Changes in the Market



We remain true to our position

## We clearly communicate what we can deliver to our customers

We know the path that we want to follow, although we cannot predict how fast the market will accept fully digitalized railway solutions. However, as our customers are changing, we have to constantly be in direct communication with them, in order to improve our products and include them in our innovation processes. This is the key to growing sustainably.

We strongly believe that the available capacity of railway infrastructure must be increased in order to enhance sustainability for our society, and we want to be a valuable contributor to the DRS charter:

Optimizing the capacity of the existing infrastructure through interconnectivity, self-paced object treatment and reduction of downtime due to failures and time-based maintenance.

Transitioning to an open ecosystem for all current and upcoming players who will actively contribute to the future of rail systems by enabling all partners to develop future-ready solutions for the global railway sector.

Fostering sector-overarching cooperation for a cooperation of institutional relationships for the global partnerships such as public parties, suppliers, NGOs and start-ups.

Establishing needed resources jointly to drive the common vision forward and to support the rail industry in the transformation process using digital solutions.

Combining domain knowledge of all partners by creating mutual benefit for the global railway sector.

# Relevant Megatrends for tmc

We are aware of global changes

## What are Megatrends?

We live in an ever-changing world. To characterize the changes that are happening in our society, the so-called Megatrends have been developed. They describe complex change dynamics and serve as a model for the transformation of our world. Those 12 trends concern all individuals, as well as companies, around the globe, last for a minimum of multiple decades, are complex and concern all relevant societal fields.

We analyzed which of them are of relevance for us as a company and what we can do in order to create a benefit by embracing them. Thereby, we identified two “clouds of relevance”, with the first one being related to keeping the knowledge and expertise within the company and constantly seeking to attract qualified personnel. The second one comprises our means of existence and describes why we are successful at what we do. It shows that we are on the right track and are heading in the right direction.

## The 12 Megatrends



Individualization



Gender Shift



Silver Society



Knowledge Culture



New Work



Mobility



Neo-Ecology



Connectivity



Health



Globalization



Safety



Urbanization

## Relevance Cloud 1: Our Position as Employer

### New Work is the center

The first relevance cloud is centered around the Megatrend New Work. The way we approach work is changing. This process is accelerated by new technologies and digitalization. Therefore, we must adopt a different view on work and employees' approaches towards it. Based on the central Megatrend New Work, the other relevant Megatrends that belong to this relevance cloud are Individualization, Gender Shift, Globalization and Health. Together they influence how we can keep the "knowledge-train" in our company and attract skilled employees. We must address "digital natives" who are willing to work in digitalization and have a connection to the railway.

We are aware that the labor market has changed and to reach the right group of employees, we must individualize our offers based on the different characteristics of our potential employees.

As an employer, we want to make sure that our workforce is treated equally and fairly. We do not care about characteristics like gender, sexuality, cultural background or the like. Everybody who has the necessary skills and is willing to work for us gets the chance to do so.

### The relevance cloud





# Relevant Megatrends for tmc

## Relevance Cloud 2: Our Means of Existence

### All relevant Megatrends are interconnected

The second relevance cloud does not have a central Megatrend, as all 4 trends included are equally relevant for us. Those trends are Urbanization, Mobility, Connectivity and Globalization. They even further increase their relevance through their interconnectivity.

People are living in cities more frequently and trains are an essential means of transport in order to reach them. Hence, considerable investments into the global railway system are made. Society is characterized by a continuously growing demand for mobility. Future mobility will be digital, shared and connected. We want to make the most environmentally friendly means of transport more efficient and therefore, facilitate its worldwide usage to serve the growing demand for mobility.

We digitalize the railway in order to have data available at any given time. Digitalization is the path that we are inevitably going to go in many aspects of life, as the world is getting more and more connected. We help by digitalizing the railway infrastructure.

Through our open company culture, we can serve the diverse worldwide demand.

### The relevance cloud



# 03

## Our Stakeholders

Collaboration and Partnerships enable our strategy

# Our Stakeholders



The Stakeholder Engagement is a significant part of our business

Internal

External



## Stakeholder Engagement

tmc is in steady exchange with its stakeholders. In order to provide high-quality products and services, an open and productive communication is a key component of the business. The **Owners** and the **Governing Board** are getting informed about the status-quo in recurring meetings. In the general information sessions, the **Employees** get updated about all important information to guarantee full transparency. In addition to that, tmc has an open-door policy to give everyone the chance to be heard. The **Corporate Group** is steadily updated about all technological progresses of tmc. The **Outsourcing Partners** are deeply integrated in the structures of tmc and directly informed about the current situation. Furthermore, tmc is highly interested in the exchange with the **Digital Railway Solutions Alliance** in order to realize the shared vision. Our main distribution network is our **Corporate Group**, but as a technology services company, the direct touch to our **Costumers** is fundamental to us. Through our active participation in the **Industry Association**, we are well-connected and keen on open communication. As a part of our stakeholder engagement and sustainability management it is important to us to inform the **Public** and **Society** about our actions through our website and social media.

# 04

## The relevant Sustainable Development Goals

We want to contribute to higher goals



# The Sustainable Development Goals (SDGs)

We want to contribute to higher goals

## What are the SDGs?

The Sustainable Development Goals were introduced by the United Nations in 2015 and are a collection of 17 interlinked global goals designed to be a "blueprint to achieve a better and more sustainable future for all."

For more detailed information concerning the individual goals please visit <https://sdgs.un.org/goals>.

Similar to the approach taken with the Megatrends, we discussed which of the SDGs are relevant for tmc, and where we can contribute to the achievement of the given global objectives.

Therefore, we analyzed our value chain in order to find out about potential impacts of our actions on the SDGs.



# Contribution to the Sustainable Development Goals (1)

Make the SDGs reality

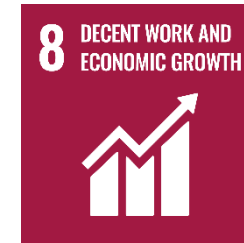
We help tackle climate change by enhancing the railway infrastructure



We 100% focus on railways, by what we can contribute significantly to SDG 9 and in turn, 13.

Our products help the most climate-friendly means of transport to grow and develop. Through our commitment, dedication and entire focus on railways we support the creation of a globally sustainable infrastructure which helps contain climate change and all its negative impacts.

Our high-quality and long-lasting products help us grow sustainably in an economic sense



Our customers appreciate our railway dedication which leads to high-quality and durable products. For that reason, we contribute to SDG 8.

Serving our customers with high-quality products is a must for us. Not only because customer satisfaction is important, but because we want to contribute to the advancement of railways by our continuous drive to research and develop more effective digitalization systems. With this dedication we grow sustainably.

# Contribution to the Sustainable Development Goals (2)

Make the SDGs reality

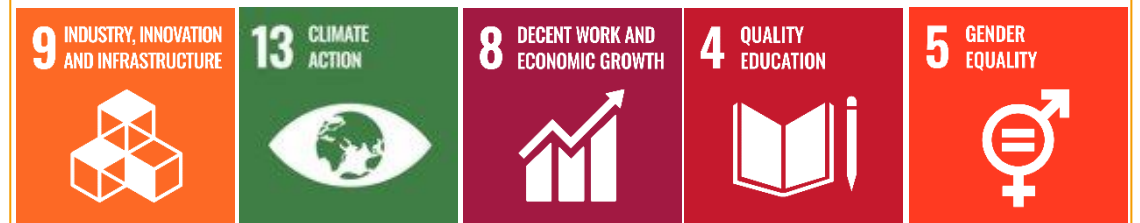
## Our employees are our most important asset



We can only deliver high-quality products if we have the right workforce to do so. Therefore, we place utmost emphasis on the education of all individuals in our company and contribute to SDGs 4 and 5.

We support and foster the constant education of our employees wherever possible. We do not distinguish by any kind characteristics, as we want all individuals in our company to flourish. To do so, we want to increase the attractiveness of railways for potential employees.

## All our actions have the purpose of making railways better and more efficient



These SDGs are those we can influence the most and therefore, have a share in making the world more sustainable.

As a company, we are very much aware that we have obligations towards society and the environment, and we can say in all conscience that we contribute to creating a more sustainable world through our dedication and passion about the global railway system. We remain true to what we are world-class in.

# Contribution to the Sustainable Development Goals (3)

Make the SDGs reality



## We see our operative business as a circular flow

Our contribution to the global railway industry helps tackle environmental impacts and helps us growing as a company.

The profits then lead to investments in our main asset, which is our workforce, which in turn leads to us making the railway infrastructure more effective again.

We are aware that as we grow continuously, our obligations towards society and the environment are increased as well. Therefore, we are constantly seeking ways to further contribute to those SDGs we are already addressing, as well as others, and hence, increase and optimize our circular flow.



# 05

## The Sustainability Management

Where we are and where we want to go to

# Materiality Matrix

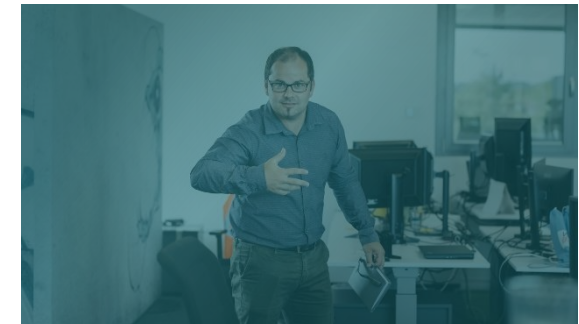
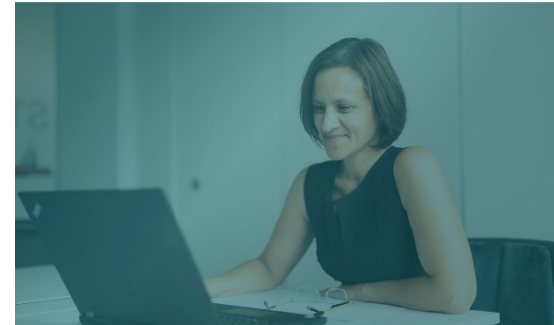


Setting the course for a better tomorrow

## The relevant sustainability topics for tmc

As a part of our sustainability management, we identified multiple important topics for tmc. To determine the weighting of the specific topics we used a materiality matrix. In a workshop in 2021 we discussed the impact of the topics on the stakeholders and the impact on society, the environment and the economy. As an orientation we used the Global Reporting Initiative (GRI 101-419) to include the relevant topics in the matrix and in our report. We identified 5 leading themes. The first one is Economy, the second one is Governance, followed by Environment and Society, the fourth one is tmc as Employer and the last one is Products and Services. These 5 topics structure this section. Every point out of the materiality matrix is clustered under those 5 topics.

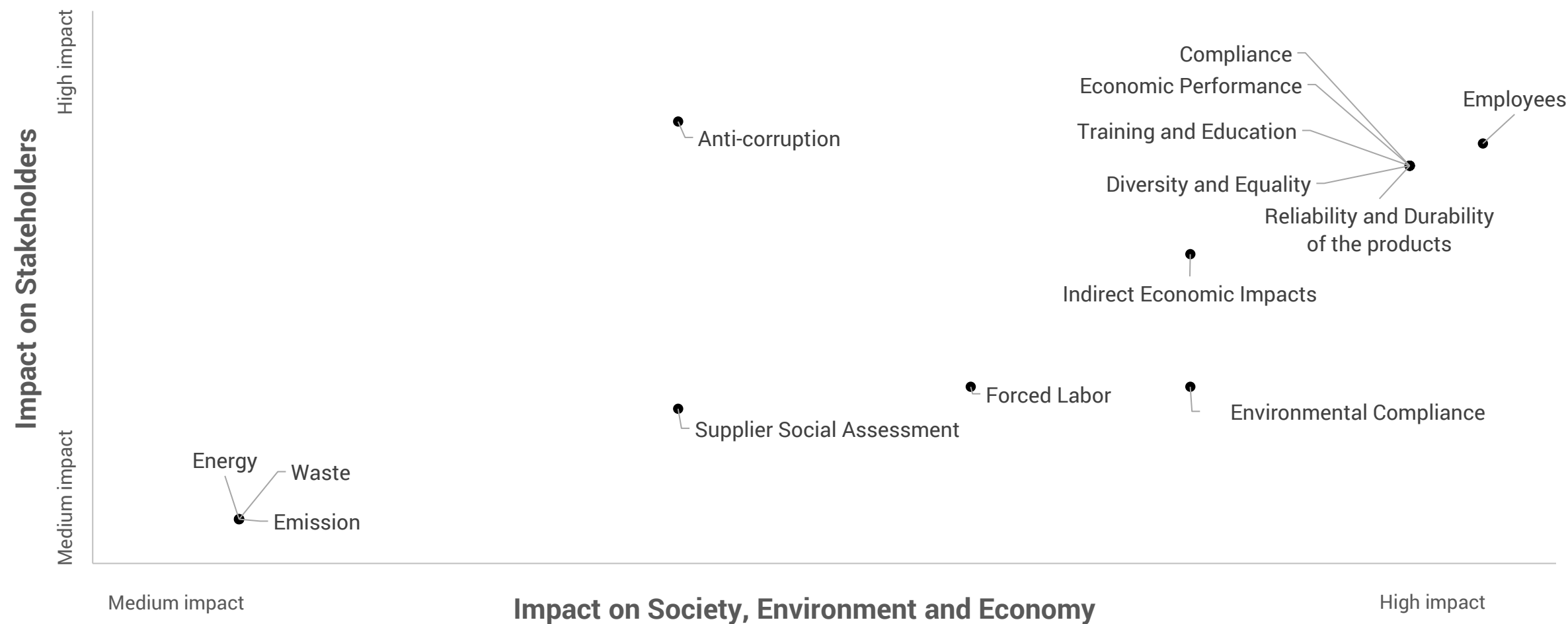
In the report we reveal the status quo and the future prospect for every point of the materiality matrix regarding tmc.



# Materiality Matrix



Impact assessment





# The structure

Five leading themes

## The structure giving circle of our report

### Economy

As a part of the infrastructure industry, it is important to us to grow sustainably, in order to provide high quality services and enhance the railway systems around the world.

### Governance and Environment and Services

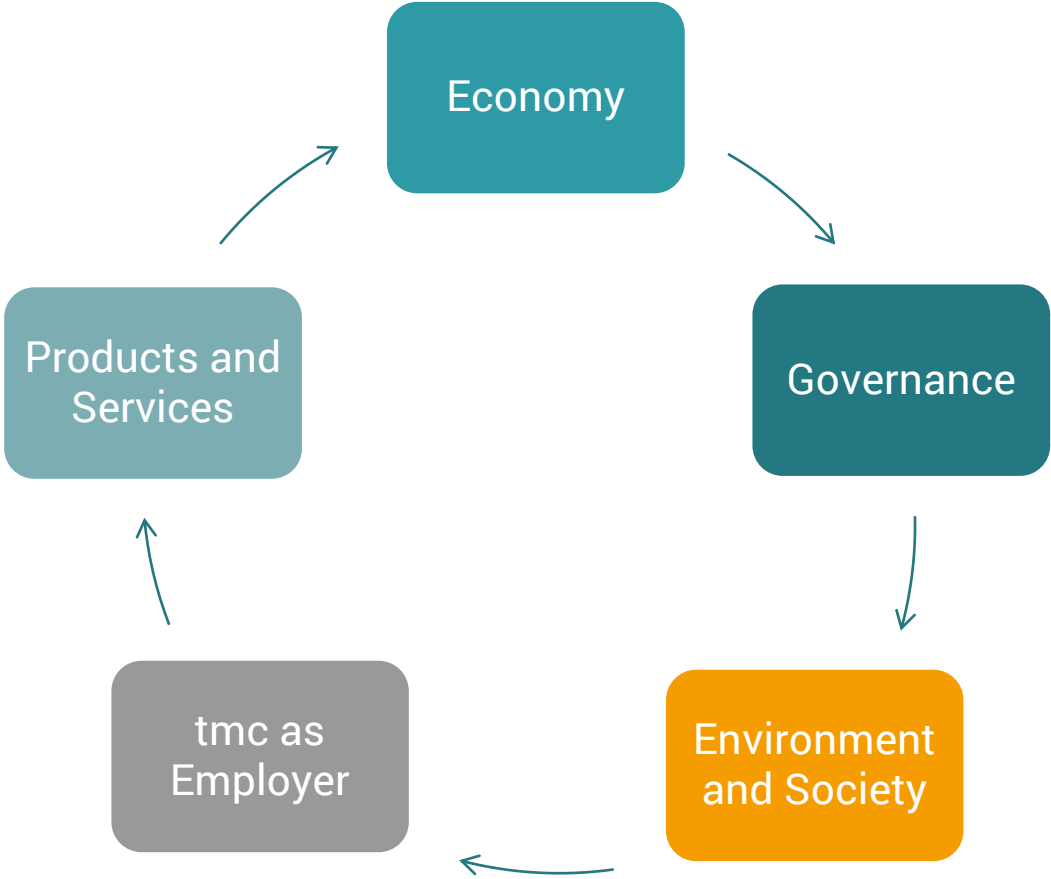
With the aim to grow sustainably, we operate according to the law, our code of conduct and our compliance guidelines.

### tmc as Employer

Our employees are our key assets. That is why education and training are crucial to us, as well as improving the working conditions.

### Products and Services

Well-educated and satisfied employees are the key to providing high-quality products and services, to grow sustainably and enhance the infrastructure industry on a long-term basis.



Our Vision as a member of a family business is to contribute to the success of railways.  
With this dedication we grow

## Economic Performance

tmc as a part of the Digital Railways Solutions (DRS) is embedded in the global reporting structures of the Plasser & Theurer Corporate Group. tmc structures its company organization and reporting statements based on the corporate calendar, the forecast 1-3 and annual financial statements. The company publishes all relevant economic figures, which are required by law. In order to operate in a fair and transparent economical environment, tmc reports are reviewed by an independent auditor.

In accordance with the tmc strategy we implemented a balanced scorecard, which is reviewed every calendar quarter. In the case of a discrepancy between the status quo and our goals, the management board reconsiders the current strategy and adjusts it adequately, if required.

## Indirect Economic Impacts

tmc's focus lies on the improvement of the transportation infrastructure. In order to guarantee a functioning system, it is essential to maintain the railway structures and comply to market specifics. The digitalization of the processes will be a great opportunity. Regarding climate change, it will be essential to invest more resources into the market and to meet rising expectations of the customers. tmc's goal is to provide high-quality services in order to optimize maintenance processes on a long-term basis in close cooperation with Digital Railways Solutions.



Our Vision as a member of a family business is to contribute to the success of railways.  
With this dedication we grow

## Financial implications and other risks and opportunities due to climate change

A major opportunity for tmc will be the necessary digitalization adjustments in the public and individual transportation fields. The company will profit from these changes due to the rising demand of sustainable transportation. Even though the railway mobility is the most sustainable means of transport, it is still not the most attractive sector. tmc as one of the biggest digitalization players in this industry wants to be a part of the change. The climate crises will influence the attractiveness of the industry positively. As an active and present part in the infrastructure segments, tmc will benefit from changes in the society and grow sustainably.





We are operating a corporation that lets no room for non-compliance



## Anti-corruption

Corruption is generally defined as the abuse of power for private gain or to the benefit of a third party (such as the employer). It is a generic term that comprises bribery (receiving/taking or offering a bribe), accepting and granting advantages. This includes offering, granting, demanding, and accepting advantages as an incentive to take dishonest or illegal action or action contrary to duty. Corruption occurs both among public officials and business partners. In either case, it must be rejected. Refrain from corruption in any form, even if it seems to promote business. tmc only wants, and engages in legal, “clean” business.

## Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Competition is the foundation of innovation. tmc views itself as a competitor in the infrastructure sector and expects fair treatment and transparent allocation criterions. We as a company only operate according to the law and regulations. Each tmc employee is expected to comply with laws, regulations and company principles. This especially concerns the antitrust law, which protects free and effective competition for the benefit of costumers and society as a whole.

We are operating a corporation that lets no room for non-compliance



## Compliance

We take a clear stand against all forms of corruption as it may impair our ability to take objective and fair decisions. We expect tmc employees and our business partners to comply with all forms of anti-corruption legislation.

## Marketing and Labeling

At the moment, there are no violations against any rules or external laws. tmc discovered one internal case in the human resources department and the company dealt with that case according to the company rules. Furthermore, tmc evaluated the product portfolio regarding the export restrictions. The process of the export control needs to be more target-oriented and easier to work with in order to guarantee full compliance. The hardware products were evaluated and certified according to the guidelines and policy of the company.

## Socio-economic Compliance

In terms of the socio-economic compliance, tmc is not aware of any non-complying cases. The goal for now and the future is to hold up to that standard. In the case of a violation tmc will draw consequences.

## Our Moral Code – The Great Eight



### Hands-on mentality

The doers own the world. That is why we approach our projects with a zest for action and creative joy. There are no half measures with us. Our work ethic is based on consistency, pragmatism and common sense.



### Team spirit

The success of our company relies on teamwork. We create solutions that unite the ideas of many. To achieve this, we work together, support each other and thus create a space to feel good and grow.



### Mutual respect

We are diverse in every aspect: our life stories, our family backgrounds, our education and our cultures. We are proud to be international and build a strong bridge between Austria and the rest of the world.



### Honesty

We welcome honest communication as it gets us faster to where we want to be. We are always looking to learn from mistakes and solve challenges, not to find scapegoats.



### Trust

Because we know that we are all working towards the same goal, it is easy for us to trust each other. When we delegate tasks to colleagues, we can be sure that they are well taken care of.



### Performance

We are not satisfied with average results. We strive for excellence. We challenge ourselves and our peers to reach true client satisfaction.



### Transparency

We share information, tips and best practices, ask for help and give support when needed. We live an open error culture that allows us to grow.



### Integrity

We keep the promises we make to our clients. Our actions are guided by our values and principles. We remain true to ourselves because we believe that integrity is the basis of trust.

We are proud to support the maintenance of the most climate-friendly means of transport. At tmc, we work on sustainable solutions for people and the environment.

## Energy/Waste/Emissions

As can be seen in the materiality matrix, our impact in this section is quite insignificant. As a software development company tmc does not produce a lot of waste, but nevertheless it will be separated correctly. In order to reduce waste, tmc's processes are mainly paper-free. Through the reduction of printers, our consumables decrease monthly. Furthermore, tmc's main energy source is electricity, which is used with caution. On both tmc premises, green power is used, and we implemented a special kind of lighting, which is connected to a timer. Therefore, light is just used when it is necessary. The standby-mode is not enough for tmc, the goal is to take technical devices, which are not in use, off the network. In addition, tmc does not release a lot of emissions in its day-to-day business. Nevertheless, we do our best to reduce our emissions as much as possible, as even the smallest contribution is important for our environment.

## Environment Compliance

tmc operates in a green industry in which the company acts and behaves accordingly. There were no violations regarding the environment compliance in the past, and we do everything in our power that this stays the same in the future as well.





# Environment and Society

We are proud to support the maintenance of the most climate-friendly means of transport. At tmc, we work on sustainable solutions for people and the environment.

## Diversity and Equality

For tmc it is important that everybody who wants to contribute to the success and the growth of the company has the possibility to do so, regardless of their ethnicity or gender. All employees agreed on the Great Eight. This concept follows the two basic principles: Performance and Team. Everybody who professes to those values is welcomed at tmc.

Discrimination has no place at tmc now and forever. tmc does not strive for a specific gender key performance indicator, even to define such a KPI is part of the problem within society. We focus on qualifications, the Great Eight, the passion for our business and the love for railways. Workplace-related mistakes are acceptable as they give tmc the possibility to improve and to grow. Any form of discrimination and exclusion is not acceptable for tmc and in case of violation the company will draw consequences.

## Forced Labor

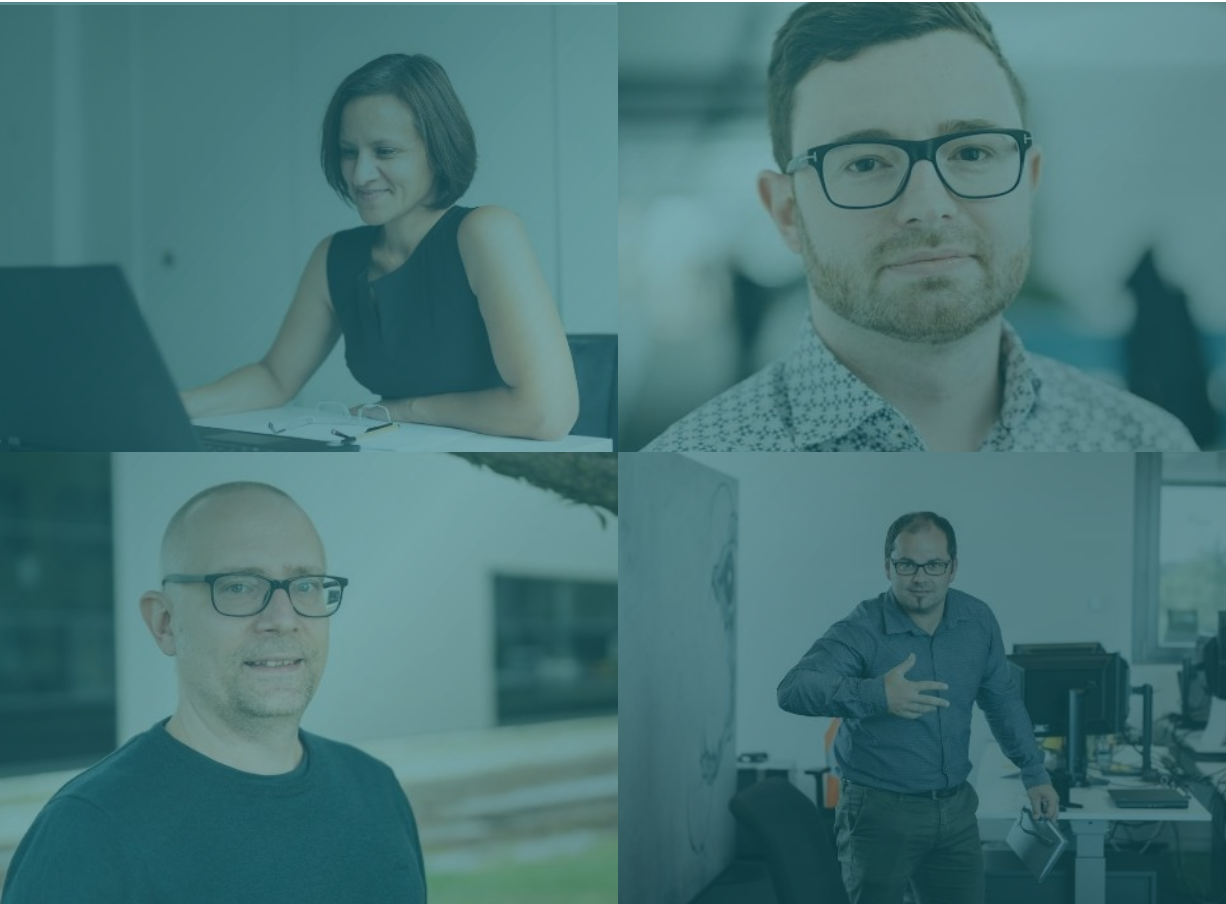
tmc is clearly against child labor and forced labor. All suppliers are known to tmc and get evaluated before a cooperation to prevent all kinds of forced labor.



# tmc as Employer



We are a place to work to learn and perform, to grow and be yourself.  
We are the team where you feel like home



## Employees

As can be seen in the materiality matrix, our employees are our highest rated topic. We as a software company, do not need any machinery, so the people of tmc are our most important asset. In this sense, it is our mission to train and educate our employees in the best way possible, because the improvement and preservation of our knowledge about the technologies and services are the key for sustainable growth.

## tmc as Employer on the base of the hierarchy of needs

### *Physiological needs*

The fundament of this topic is the satisfaction of the basic human physiological needs. tmc offers its employees free beverages, fruits and paid Wednesday lunches. In addition to that, tmc provides multiple E-devices in order to prepare lunch. Furthermore, tmc's hygiene measures comply with the highest standards.

### *Safety needs*

Another topic which influences the motivation of employees is the need for safety. tmc operates in an industry sector with a secure future, embedded in a global and highly successful corporate structure with DRS as sole shareholder of tmc. This satisfies the financial needs of the employees. Apart from the financial benefits, tmc established health-promoting measurements in the workplace, for example height adjustable tables and ergonomic chairs, decent illumination and perfectly balanced temperatures.

We are a place to work to learn and perform, to grow and be yourself.  
We are the team where you feel like home



As important as the previous topics is social security. Men and women have equal rights and get treated with dignity and respect. Through our highly flexible working conditions, tmc supports the compatibility between family life and the occupation of the employees.

### *Belonging*

As a sustainable employer it is also important to support the feeling of belonging and the social needs of the workers. tmc promotes a pleasant working atmosphere, a transparent, open communication and quality social exchanges in the workplace. In order to establish the opportunity of an individual work-leisure balance, tmc initiated flexible working hours. Furthermore, the workplace is designed to encourage social interaction during breaks, so that employees get the chance to fulfil their social needs and have a quality rest. To improve the feeling of belonging, tmc emphasizes the meaningfulness of the work. It is important that all employees can see the results of their accomplished work. This reinforces the identification with the company and motivates them to contribute even more to the railway industry and help the society to achieve climate targets.

### *Individual needs, appreciation and self-actualization*

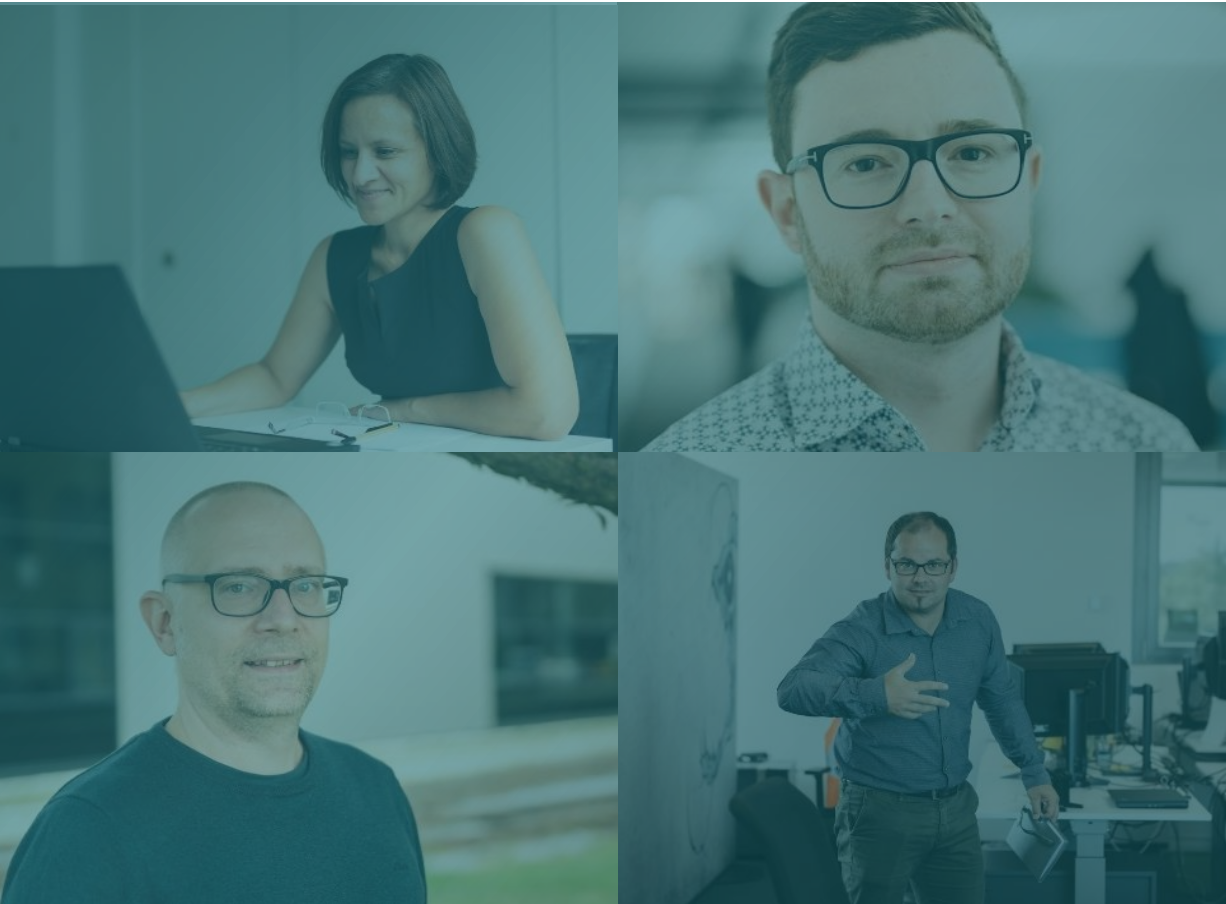
Those individual needs get satisfied by the acknowledgement of personal commitment and the achievement of individual and general goals. By praising the employees for good work in an appreciative environment and supporting them in their development, tmc contributes to their self-actualization.



# tmc as Employer



We are a place to work to learn and perform, to grow and be yourself.  
We are the team where you feel like home



## Occupational Health and Safety

In contrast to other software development companies, tmc employees work with railroad track machines and therefore has a higher risk of getting injured. In order to prevent that, we regularly train our staff for the work on the railways. To protect the employees from work injuries, tmc provides the required safety equipment. Due to the current Covid-19 situation, tests are provided to ensure a safe environment for the team in the offices. The workplace at the offices is equipped with height-adjustable tables and two large monitors to improve the physiological conditions. The health of tmc employees is essential. In order to maintain and increase health, tmc will continue to provide an optimum work-leisure balance and individual solutions for concerns of the employees.

## Training and Education

tmc is for railway enthusiasts what NASA is for space fans. It has a young dedicated team, which believes in the success and the possibilities of railways. The classic software developer will not be happy at tmc. The practical expert, who wants to witness her work live on the rails, will find her place at tmc. The generational shift is an important topic for tmc as well, because success of the business is based on the knowledge of our employees. It is important to share and pass on the knowledge to our new employees, so that tmc can grow on a long-term basis.



# tmc as Employer



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We are the team where you feel like home



## Evaluation

Once a year after every employee has an interview based on a structured guideline – the annual dialogue. tmc is aware that one conversation is not a solution for urgent topics, therefore individual exchanges on whatever matter important to an employee is fostered to be executed immediately. Through training and coaching of the management, tmc wants to improve the leadership style, the possibility for feedback and the trust of the employees.

# Products and Services



We get Tracks and Machines connected

Machine



Best Machines

Fleet



Highest Availability

Infrastructure



Unmatched Effectiveness

# Products and Services

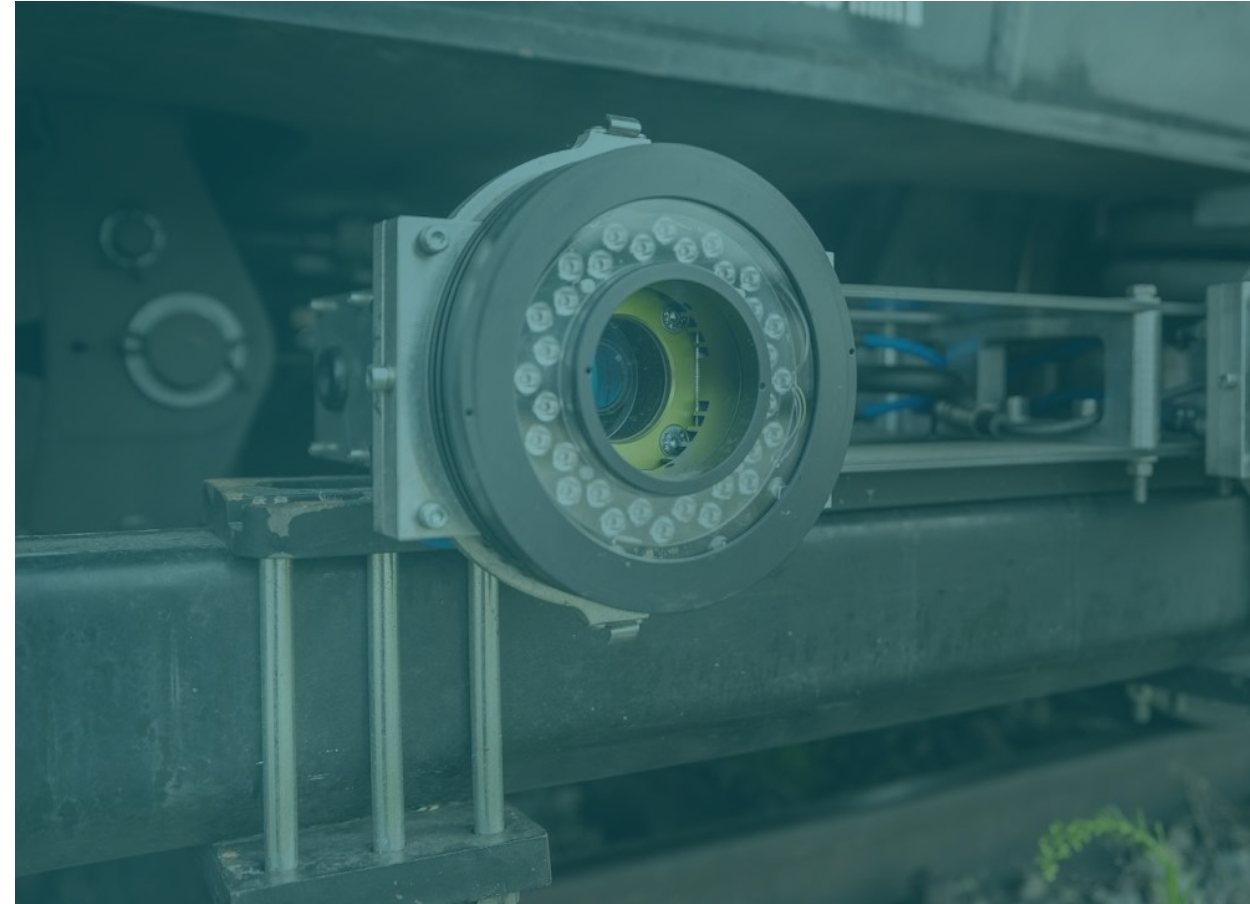
We get Tracks and Machines connected

## Product Goals

As the software business is an extremely dynamic field, we must adapt our products accordingly. Furthermore, the railway industry is different to other economic fields. For that reason, we transform into a reliable partner, who guarantees stability and long-lasting products for at least 10 years, or even more.

However, we know that this is not possible for all of our products. For example, for classical IT COTS components we explicitly offer migration solutions. By doing so, we guarantee functional stability.

We do not want to engage in “quick business”, as we are certain that longevity is the key to growing sustainably.





# Products and Services

We get Tracks and Machines connected

## Products, Technology and Innovation

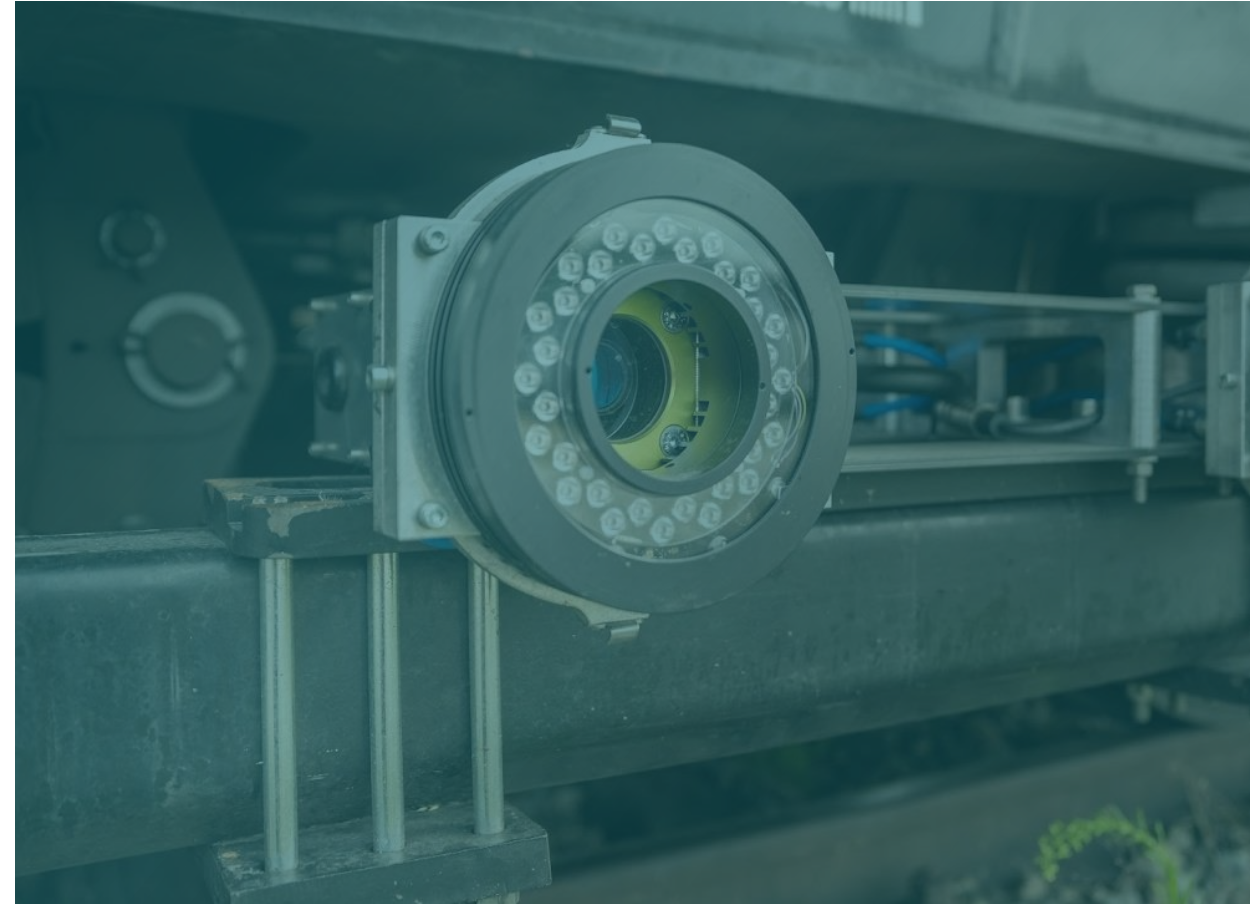
Climate change and the access to mobility service shape the railway market and are the foundational basis for our operations.

Our products create autonomous, connected and forward-looking systems, which we continuously develop for and with customers.

Our portfolio helps to make sure that the railway stays the most efficient and ecological means of transport. We support people in our industry by shaping their tasks easily, efficiently and safely and help our customers to make their machines better, their fleet more efficient and their infrastructural measures more projectable.

We create data through the expertise of our employees in order to combine the fields of IT and railway as best as possible. This expertise is constantly fostered, which generates new profit streams.

Our solutions contribute to the success of the railway. Digital solutions are often seen as “cost savings based on headcount reductions.” In fact, history showed that innovation always causes those reductions – but sometimes innovation just changes job profiles. tmc aims to allow the same: our solutions shall not help to reduce headcount, but to increase rail traffic on existing infrastructure and to help operators of infrastructure and track machines to improve their work environment and their work-leisure balance.





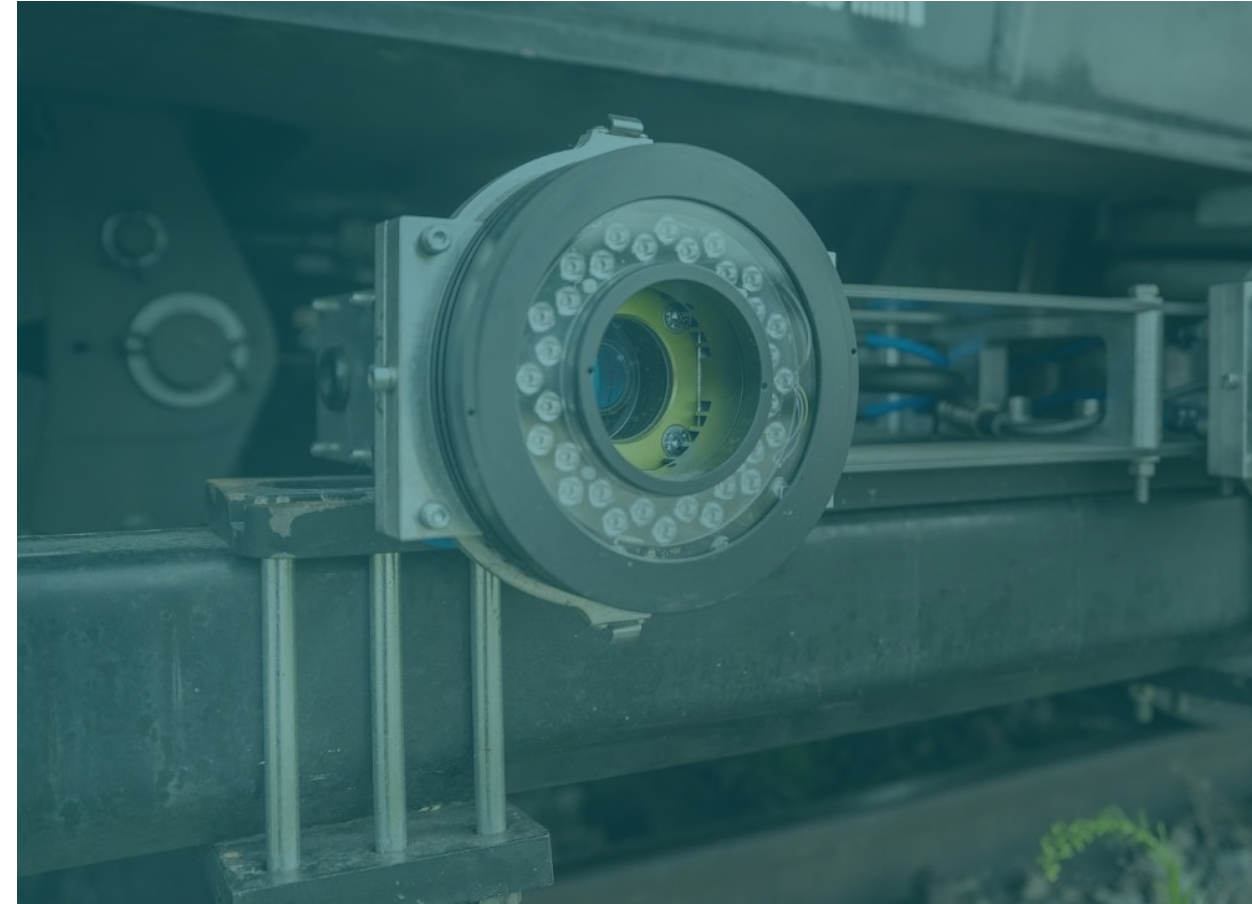
# Products and Services

We get Tracks and Machines connected

## Data Protection

In course of the creation, delivery and operation of products, tmc must collect and use certain information about people who work, have worked, or potentially will work for tmc in the future or people who use tmc products for their daily work. These personal information must be used in accordance with the provisions of the European Union General Data Protection Regulation (GDPR) and the Austrian Data Protection Adjustment Act (DSGVO); 'Privacy Laws' are treated appropriately when they are systematically collected in paper-format, stored electronically or recorded in any other form. tmc is responsible in accordance with data protection laws, meaning for the careful and lawful handling of personal data and that the purposes for any processing of personal data are defined. tmc considers the fair, transparent and legally compliant processing of person-related data to be very important in order to maintain the confidence of the persons, comply with data protection laws and avoid possible fines arising from their breach, which may amount to large sums.

Our ISO 27.000 certification proves utmost compliance to security and data protection. Railways are critical infrastructure, and we have to treat any form of corporate data, personal data and infrastructure data in that way, ensuring compliance to all rules and regulations.



# 06

## Declaration of Legal Representatives

Statement of the CEO

# Declaration by the legal representative



## Statement of the CEO

We revealed in this sustainability report the influence, which tmc has on the society, the environment and the economy. Based on the GRI, the SDGs and the megatrends, we identified the relevant topics for tmc and our stakeholders.

For us it is important to operate in a fair, sustainable and equal environment, because we are aware of the the big challenges in the world. As a contributor to the railway industry, we believe in the railway mobility and in its potential for society and the environment. We will continue to optimize and to improve our products in order to develop their full potential.

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Jochen Nowotny, CEO Track Machines Connected Gesellschaft m.b.H.





Thank you.



tmc – the triple leader in railway digitalization:  
portfolio, expertise and experience.

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